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S8140-1

Prairie Employer Review

Volume 2, Number 10 October, 1980

New Info Exchange Not Seen As 'More Red Tape'

The average citizen's skepticism toward bureaucracy doesn't leave much room for the belief that government agencies are earnestly trying to coordinate their services and information gathering -- either for their own benefit or the taxpayers'. In reality, many public service agencies are exploring cooperative programs, partly due, in truth, to federally mandated attempts to cut down on duplication and waste.

One such example in North Dakota is an information exchange that will not only prove valuable to those who produce the data, but to business leaders, job seekers, and other public groups who could put it to practical use. Dan Marrs is program director for the lengthy titled State Occupational Information Coordinating Committee, whose focus is to gather statistics relevant to the state's employment and job training needs.

Marrs admits that primary users of the collected information will be the committee members themselves: the CETA program administered by Job Service North Dakota; the Department of Vocational Education; the Division of Vocational Rehabilitation; the Governor's Employment and Training Council, which includes labor, industry and public service groups. "But comprehensive data for these agencies' program planning will ultimately lead to better services for others," Marrs adds.

Besides being a source of labor market and related information for planners in the public and private sectors, the committee is aiming at the needs of job seekers and those people Marrs terms "labor force intermediaries." The second group includes vocational counselors and placement specialists in schools and local Job Service or Vocational Rehabilitation offices who help students or clients make meaningful career choices and find available jobs.

"It made sense to set up this information system," stresses Dan Marrs, program director of S.O.I.C.C.

In the near future, job seekers may be able to go through easily indexed information which will tell them which career possibilities best match their interest and skills, the training needed in each field and where it is available in the state or region, what the current demand is for a particular job and where, and a variety of other facts important to a job decision. While much of this material is now available in various reports, the committee plans to computerize the information into a central system interfacing with Job Service's Job Bank. Job seekers can then study all the material before a computer keyboard and screen.

The third group to be assisted has already reaped important data through committee resources. Besides state

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Women Moonlighters Nearly Double in Last Decade

If inflation has more people considering a second job for extra income, a greater proportion of women are now taking to "moonlighting" than men according to a recent special report by Edward F. Sekscenski for the Bureau of Labor Statistics.

Multiple jobholders actually increased at the same rate as the total work force between May 1969 and 1979. Women, however, now account for 1.4 million or 30 percent of all moonlighters instead of the 16 percent found 10 years ago. The 4.7 million workers included in the study were wage or salary employees with more than one employer, self-employed also holding a salaried job, and unpaid family workers who have taken extra paid employment.

While Sekscenski makes no mention of the current recession's possible affect on this change, the rising number of women in the work force in recent years was cited as a major factor, especially since many of them have become their families' primary breadwinner. An increase in families with dual wage earners was also seen as a reason why fewer husbands are feeling the economic pressure to get a second job.

By May 1979, industries with the highest percentage of moonlighters in their ranks were public administration, and agriculture and services. Broken down into specific groups, they include education, entertainment and recreation, and state and local ad-

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Workers Find Mixed Record in Company Ownership

(Last month **Prairie Employer Review** *explored the renewed interest with worker-owned companies spreading across the country. The concept's popularity rests with recent success stories where employees have banded together to buy out and revive floundering businesses and save the community from massive layoffs. In Part 2, we examine some of the disadvantages as well as positive aspects of cooperative ownership, and take a critical look at its future potential.)*

Better attitudes and higher productivity and profits are claimed by enthusiasts of employer-controlled companies. This glowing picture of workplace democracy, however, represents only one part of the issue.

No comprehensive data has been collected to support these assertions. The long-term success of several Pacific Northwest plywood cooperatives show pay scales and output per man-hour at least 25 percent higher than in privately owned mills, but the figures are not recent and are only industrywide.

A study on the subject by Michael Conte and Arnold S. Tannenbaum, published by **Monthly Labor Review** in July 1978, did not relate significant profitability to employee ownership. They did note some positive impact when compared to conventionally owned firms, but they also suggest that these findings are closely associated to the subjective evaluations of those managers responding, and the percent of company equity owned by the workers.

Employee ownership can take two forms: Direct has workers owning company shares as do ordinary shareholders in a joint-stock company; and the type where employees contribute to a trust governed by an Employee Stock Ownership Plan (ESOP), with trust stock used as collateral to buy shares. Part of the company profits are then periodically contributed to the trust, which in turn allows it to repay the loan. As shares are gradually released, they are allocated to individual employees.

A frequently cited example of achievement in worker-control is the South Bend Lathe firm in Indiana, which used an ESOP to buy a failing business from Amsted Industries in Chicago in 1975. Within four years, the newly created firm changed previous losses into a 53 percent sales increase or about $21 million. After-tax profits quintupled to over a $1 million – not including another $1 million contributed to their ESOP trust in 1979.

Others which have profited under this form of ownership include the Okonite Co. in Ramsey, New Jersey, a wire and cable manufacturer employing 1,900 workers, and the smaller Republic Hose Manufacturing Corp. of Youngstown, Ohio. Each of these companies, it should be noted, managed the turnaround with federal aid. But not all government subsidized programs have managed gains and productivity.

In Lewiston, Maine, Bates Fabric bought out a business not willing to continue operations with a return on equity of only 7 percent. Unfortunately, the employees are now seeing no return on equity under their ESOP. While trust fund contributions are partly the cause, return on equity would still be 3 percent without the contribution.

The future for Mohawk Valley Community Corp. of Herkimer, New York, looks even more gloomy. After buying a library equipment firm from Sperry Corp., which was dissatisfied with a low investment return, the factory accomplished first year sales of $11 million and a profit of $315,000. Then losses totaling nearly $2 million occurred in the next couple years, attributed to ill-timed business practices and competition.

Experts analyzing the mixed record insist these accomplishments and failures equally point to the basic formula for business success – expert management, skilled and contented workers, and a product that sells. Corporation sell-outs of small companies do not necessarily point to disastrous failures on their part, and the positive experiences of new worker-companies might also have been achieved in conventional ownership. On the other hand, the costly problems that developed at Bates Fabric or in Herkimer could have similarly happened under new private ownership.

Since Uncle Sam came to the rescue in these and several other employee takeovers, the question naturally arises as to cost efficiency of such aid. Where does the government draw the line in loans to good, bad, and marginal operations? Some believe the cost is insignificant when compared to the savings: massive layoffs threaten a community's economic base as well as create government outlays for unemployment benefits, food stamps and welfare. Others insist that most of the money for these ventures has and will increasingly come from the

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PRAIRIE EMPLOYER REVIEW

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JOB SERVICE North Dakota

Housing Industry Still Caught Up in High Interest Rates

Despite all the studies and publicity surrounding the nation's economic dilemma, economists find it difficult to measure the complexities of the recession within the boundaries of one state – particularly since we are still in the midst of the storm.

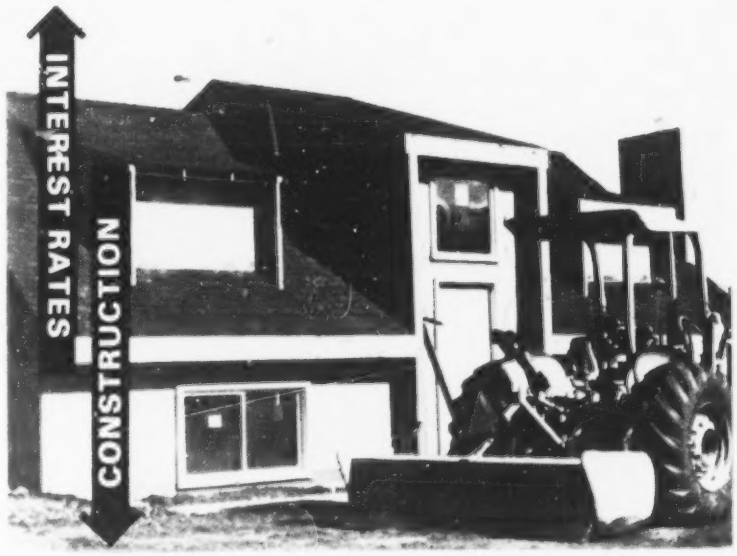
One industry, however, continues to serve as a business barometer for many people in North Dakota. Nowhere does the sign of a recession seem more apparent than in the state's housing industry. If the picture was gloomy a year ago, there isn't much evidence to the contrary today.

By late this spring, housing starts had fallen to levels comparable to the lowest recorded in the 1973-75 recession. New single-family housing permits in North Dakota dropped by 60 percent over a one-year period, from 345 to 202 in June of 1980. Construction of multi-family units such as apartments and condominiums also decreased for the first time since the first quarter of 1979.

The drop in sales for both new and existing residential structures is reflected in brokers' commissions,

which declined in the first and second quarters of 1980.

Shaky financial conditions have turned out to be the major factor sending the housing industry into a tailspin. The prime interest rate rose sharply from 11.5 percent in September 1979 to 20 percent in April 1980; then dropped to 14 percent in May 1980 and back to 11.5 percent in July.



As the prime rate escalated, so did the interest rates of savings and loan companies. Home mortgage loans during this same period went from 11 percent to a high of 16 percent before returning to 11.25 percent. Obviously, very few people could handle home mortgage rates at 16 percent.

Now interest rates are again on the climb. By the beginning of October, the prime rate had risen for the seventh consecutive week to 13.5 percent, and mortgage rates were up to 14.25 percent on conventional home loans.

Deposits at savings and loan establishments are a primary source for financing construction as well as available money for home loans. Unfortunately, American savings dollars are the lowest they have been in 30 years because consumers are spending more for primary needs. Citizens in other industrialized countries such as Japan, France, West Germany, Great Britian and Canada already far surpass Americans in savings efforts.

With the recession deepening, construction inventories rose sharply as sales declined, and the constant dollar inventory-sales ratio for manufacturing and trade has soared to the level of the 1973-75 recession. Wholesalers and retailers were among several industries which continued to expand their inventories during this period in the expectation of material shortages and rapidly rising prices. The sudden buildup in inventories consequently meant production had to be cut until inventories were back in line with that of sales, and has therefore had an adverse effect on employment across several business sectors in the state.

Forecasters and economists are currently predicting a recovery for the housing industry by the beginning of next year. However, in the past they have missed on the intensity and timing of the past seven post-war recessions, and their track record in forecasting doesn't seem to be improving. Several items that economists did not anticipate in our present recession were substantial shifts in economic policy and consumer behavior, the rate of inflation and consumer spending decisions – particulary with hardgoods and housing.

Stabilized prime interest rates and home mortgage rates, and increased deposits into savings and loan institutions are still touted by business experts as the healing salve for getting the housing industry back on its feet. But persistent questions linger on just exactly how and when this is going to take place.

(Ownership from page 2)

workers and communities themselves.

What about future subsidies? A dozen or so experiments now being helped may turn into hundreds of company handouts, while those who flounder may depend on further federal aid for survival. Potential legislation in Congress will definitely be the deciding factor on these situations.

A number of other issues have surfaced. Union leaders wonder about their

future role and the distinction between employer and employees in labor relations. Corporate leaders question the government's "big brother" role and the affect on private enterprise.

Economists are concerned about inefficient companies being maintained when high productivity and profits are not the priority, feeling employees will consider job stability a fair trade-off for reduced wages and benefits while losing their incentive.

Worker-ownership certainly doesn't appear to be a panacea to our country's problems, but the times are ripe for fresh alternatives. The looming cloud of unemployment is making this concept more economically and politically attractive to government officials, business leaders and workers alike.

(Info Exchange from page 1)

and local government, the system is designed to work with private businesses, Chambers of Commerce, high schools, colleges, vocational training centers and any others who keep abreast of changes in the state's labor force.

A soon-to-be-published labor market directory compiled by Job Service as part of the committee's efforts is another step forward. The intent is to give a more comprehensive overview of such facts as labor force demographics and supply and demand data by occupation, and where the public can obtain this material.

A few examples were cited by Marrs of where the directory would enhance an employer's planning process. New industries considering location in the state are usually concerned with the availability of workers in an area, and many established businesses rely on labor market information when expanding their operations. With several projects now off the ground, the committee will begin explaining what the system has to offer in the coming year by means of promotional brochures, workshops, and requested speaking engagements.

"Although I understand the public's criticism of the ever-expanding bureaucracy, it made sense to set up this information system. It's very purpose is to redirect various government employment and training programs into greater efficiency and responsiveness.

(Moonlighters from page 1)

ministration with the high of 9.3 percent.

Farmers and farm managers, and professional and technical workers have the top multiple jobholding rates by occupation. Female moonlighters represent more than 60 percent of the increase within professional and technical fields, especially among primary and secondary teachers and those working in health professions. Factory operatives and clerical workers still show lower than average rates.

Historically, married men with two or more children had the highest rates and married women the lowest. During the last 10-year period, however, the rates for married men declined slightly while those for married women rose. More significant was the growth rate for widowed, divorced and separated women, and especially for single never-married women.

Reasons given for holding more than one job showed few year-to-year changes. "Meeting regular expenses" was the primary response from 34 percent of the women and 29 percent of the men. More men indicated "saving for the future" in 1979, while a second job "to get experience" was a response stated by a greater proportion of women in the last five years.

Percent of Millionaires Makes State No. 2

For every 1,000 persons living in North Dakota, exactly 8.88 of them had net assets of at least $1 million. This makes the state second in the nation for millionaires per capita according to a U.S. Trust Company survey, behind Idaho with a top of 26 for every 1,000 residents. Both states probably attribute this status to the size of individual land holdings.

The country had a total of 574,342 millionaires in September, a 10.3 percent increase from last year, with nearly 6,000 of them North Dakotans. New York had the highest number for one state with 56,096.

U.S. CONSUMER PRICE INDEX ALL URBAN CONSUMERS

(1967=100)	Annual Average 1979	Aug. 1980	July 1980	Aug. 1979	Percent Change from July 1980	Percent Change from Aug. 1979	Percent Change Projected on Annual Basis
All Items	217.4	249.4	247.8	221.1	0.6	12.8	7.4
Food & Beverage	228.5	252.0	248.3	230.2	1.5	9.5	19.6
Housing	227.6	265.8	265.1	231.5	0.3	14.8	3.7
Apparel and Upkeep	166.6	178.6	176.2	166.3	1.4	7.4	18.2
Transportation	212.0	252.7	251.0	219.6	0.7	15.1	8.7
Medical Care	239.7	268.4	266.6	241.8	0.7	11.0	8.7
Entertainment	188.5	208.0	206.6	190.2	0.7	9.4	8.7

CIVILIAN LABOR FORCE

	Aug. 1980	July 1980	Aug. 1979	Percent Change from July 1980	Percent Change from Aug. 1979
UNITED STATES (In Thousands)					
Labor Force	105,025	105,203	103,128	−0.2	1.8
Employment	97,006	96,996	97,004	-0-	-0-
Unemployment	8,019	8,207	6,124	−2.3	30.9
Unemployment Rate	7.6	7.8	5.9		
NORTH DAKOTA					
Labor Force	365,040	361,540	360,640	1.0	1.2
Employment	347,730	342,560	350,280	1.5	−0.7
Unemployment	17,310	18,980	10,360	−8.8	67.1
Unemployment Rate	4.7	5.2	2.9		
FARGO-MOORHEAD SMSA					
Labor Force	74,470	75,180	74,520	−0.9	−0.1
Employment	70,710	70,920	72,200	−0.3	−2.1
Unemployment	3,760	4,260	2,320	−11.7	62.1
Unemployment Rate	5.0	5.7	3.1		
GRAND FORKS SMSA					
Labor Force	43,340	43,890	43,960	−1.3	−1.4
Employment	40,480	40,640	42,050	−0.4	−3.7
Unemployment	2,860	3,250	1,910	−12.0	49.7
Unemployment Rate	6.6	7.4	4.4		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT	Aug. 1980	July 1980	Aug. 1979	Percent Change from July 1980	Percent Change from Aug. 1979
TOTAL	**60,850**	**60,950**	**61,990**	**−0.2**	**−1.8**
Construction and Mining	3,950	3,980	5,260	−0.5	−24.7
Manufacturing	4,680	4,730	5,210	−1.1	−10.2
Durable Goods	2,260	2,310	2,940	−2.2	−23.1
Nondurable Goods	2,420	2,420	2,270	-0-	6.6
Food and Kindred Products	1,630	1,630	1,480	-0-	10.1
Other Nondurable Goods	790	790	790	-0-	-0-
Transportation, Comm. and Public Utilities	4,150	4,150	4,190	-0-	−1.0
Wholesale Trade	6,630	6,550	6,830	1.2	−2.9
Retail Trade	12,330	12,310	12,800	0.2	−3.7
Finance, Insurance, and Real Estate	3,890	3,870	3,760	0.5	3.5
Services	13,820	13,790	13,130	0.2	5.3
Government	11,390	11,570	10,810	−1.6	5.4
Federal	2,150	2,180	2,080	−1.4	3.4
State and Local	9,240	9,390	8,730	−1.6	5.8
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**34,930**	**34,900**	**36,380**	**0.1**	**−4.0**
Construction and Mining	1,910	1,900	2,590	0.5	−26.3
Manufacturing	2,190	2,110	2,300	3.8	−4.8
Transportation, Comm. and Public Utilities	2,710	2,700	2,610	0.4	3.8
Wholesale Trade	2,420	2,320	2,520	4.3	−4.0
Retail Trade	8,110	8,040	8,520	0.9	−4.8
Finance, Insurance, and Real Estate	1,470	1,490	1,470	−1.3	-0-
Services	7,010	7,240	6,840	−3.2	2.5
Government	9,110	9,100	9,530	0.1	−4.4

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Aug. 1980	July 1980	Aug. 1979	Aug. 1980	July 1980	Aug. 1979	Aug. 1980	July 1980	Aug. 1979
United States									
Total Manufacturing	288.75	283.58	267.60	39.5	38.9	40.0	7.31	7.29	6.69
Durable	311.22	303.42	287.65	39.9	39.1	40.4	7.80	7.76	7.12
Nondurable	257.52	254.76	237.98	38.9	38.6	39.4	6.62	6.60	6.04
Food & Kindred	278.36	276.00	253.08	40.4	40.0	40.3	6.89	6.90	6.28
Printing & Publishing	283.07	277.47	263.03	37.1	36.8	37.9	7.63	7.54	6.94
North Dakota									
Total Manufacturing	252.32	247.13	240.80	38.0	37.5	40.0	6.64	6.59	6.02
Durable	265.11	248.73	257.42	38.2	36.1	42.2	6.94	6.89	6.10
Nondurable	239.65	244.83	220.22	37.8	38.8	37.2	6.34	6.31	5.92
Food & Kindred	250.51	258.32	236.13	39.7	41.2	37.6	6.31	6.27	6.28
Printing & Publishing	210.24	208.94	202.92	33.8	33.7	35.6	6.22	6.20	5.70
Fargo-Moorhead SMSA									
Total Manufacturing	272.69	267.89	261.76	36.9	36.3	39.6	7.39	7.38	6.61
Durable	285.98	272.65	276.22	36.9	35.0	42.3	7.75	7.79	6.53
Nondurable	257.93	263.78	236.95	36.9	37.9	35.0	6.96	6.99	6.77

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	Aug. 1980	July 1980	Aug. 1979	Aug. 1980	July 1980	Aug. 1979	Aug. 1980	July 1980	Aug. 1979
North Dakota									
Mining	2.9	4.7	1.9	2.3	4.7	1.7	0.6	0.0	0.0
Manufacturing	3.5	5.6	6.0	2.3	1.8	5.3	0.6	3.5	0.4
Fargo-Moorhead SMSA									
Manufacturing	2.1	3.6	5.2	1.7	1.2	4.6	0.2	1.7	0.2

Separation Rates

	Total			Quits			Layoffs		
	Aug. 1980	July 1980	Aug. 1979	Aug. 1980	July 1980	Aug. 1979	Aug. 1980	July 1980	Aug. 1979
North Dakota									
Mining	6.1	2.3	7.5	5.7	0.9	6.5	0.0	0.0	0.0
Manufacturing	9.9	3.5	10.1	2.8	1.3	6.7	6.0	1.5	2.5
Fargo-Moorhead SMSA									
Manufacturing	6.6	1.9	7.3	1.5	0.9	6.3	3.4	0.0	0.3

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

	Aug. 1980	July 1980	Aug. 1979	Percent Change from July 1980	Percent Change from Aug. 1979
TOTAL	**248,580**	**248,020**	**249,890**	**0.2**	**-0.5**
MINING	**7,770**	**7,530**	**5,960**	**3.2**	**30.4**
Coal	1,140	1,130	1,060	0.9	7.5
Crude Petroleum and Natural Gas	6,220	6,000	4,460	3.7	39.5
Other Mining	410	400	440	2.5	-6.8
CONSTRUCTION	**17,250**	**17,300**	**22,530**	**-0.3**	**-23.4**
Building Construction	4,420	4,410	6,720	0.2	-34.2
Street, Highway and Heavy Construction	5,130	5,300	6,610	-3.2	-22.4
Special Trade Construction	7,700	7,590	9,200	1.4	-16.3
MANUFACTURING	**15,370**	**15,450**	**16,990**	**-0.5**	**-9.5**
Durable Goods	7,420	7,520	9,230	-1.3	-19.6
Stone, Clay and Glass	1,320	1,320	1,470	-0-	-10.2
Primary and Fabricated Metals	770	800	920	-3.7	-16.3
Machinery and Transportation Equipment	4,560	4,620	5,840	-1.3	-21.9
Other Durable Goods	770	780	1,000	-1.3	-23.0
Nondurable Goods	7,950	7,930	7,760	0.3	2.4
Food and Kindred Products	4,260	4,180	4,000	1.9	6.5
Dairy Products	960	1,000	940	-4.0	2.1
Food Specialties, Sugar and Confectionery Products	1,450	1,350	1,420	7.4	2.1
Bakery Products	490	490	510	-0-	-3.9
Other Food and Kindred Products	1,360	1,340	1,130	1.5	20.4
Printing and Publishing	2,180	2,180	2,140	-0-	1.9
Other Nondurable Goods	1,510	1,570	1,620	-3.8	-6.8
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**16,920**	**16,820**	**16,550**	**0.6**	**2.2**
Transportation	9,050	8,940	8,890	1.2	1.8
Railroads	3,680	3,580	3,740	2.8	-1.6
Trucking and Warehousing	4,200	4,190	3,970	0.2	5.8
Other Transportation	1,170	1,170	1,180	-0-	-0.8
Communications	3,880	3,900	3,910	-0.5	-0.8
Public Utilities	3,990	3,980	3,750	0.3	6.4
WHOLESALE TRADE	**23,220**	**23,050**	**22,610**	**0.7**	**2.7**
Durable Goods	11,950	11,920	11,590	0.3	3.1
Nondurable Goods	11,270	11,130	11,020	1.3	2.3
RETAIL TRADE	**48,370**	**47,840**	**47,420**	**1.1**	**2.0**
General Merchandise	5,810	5,630	5,780	3.2	0.5
Food Stores	6,580	6,510	6,280	1.1	4.8
Automotive Dealers and Service Stations	7,150	7,180	7,220	-0.4	-1.0
Apparel and Accessory Stores	2,810	2,740	2,850	2.6	-1.4
Other Retail	26,020	25,780	25,290	0.9	2.9
FINANCE, INSURANCE, AND REAL ESTATE	**11,530**	**11,460**	**11,140**	**0.6**	**3.5**
Finance	6,240	6,190	5,950	0.8	4.9
Banking	4,230	4,200	4,070	0.7	3.9
Other Finance	2,010	1,990	1,880	1.0	6.9
Insurance	3,510	3,500	3,350	0.3	4.8
Real Estate	1,780	1,770	1,840	0.6	-3.3
SERVICES	**50,460**	**50,080**	**48,260**	**0.8**	**4.6**
Lodging	4,670	4,540	4,520	2.9	3.3
Nursing and Personal Care	5,850	5,710	5,560	2.5	5.2
Hospitals	11,700	11,630	10,970	0.6	6.7
Other Medical	4,550	4,500	4,400	1.1	3.4
Other Services	23,690	23,700	22,810	-0-	3.9
GOVERNMENT	**57,690**	**58,490**	**58,430**	**-1.4**	**-1.3**
Federal Government	10,000	10,190	9,830	-1.9	1.7
State Government	15,080	15,070	15,270	0.1	-1.2
Educational Services	8,370	8,360	8,440	0.1	-0.8
Other State Government	6,710	6,710	6,830	-0-	-1.8
Local Government	32,610	33,230	33,330	-1.9	-2.2
Educational Services	13,410	13,940	13,560	-3.8	-1.1
Other Local Government	19,200	19,290	19,770	-0.5	-2.9

PRODUCER PRICE INDEX
UNITED STATES AVERAGE

(1967 = 100)	Annual Average 1979	Aug. 1980	July 1980	Aug. 1979	Percentage Change from July 1980	Percentage Change from Aug. 1979
All Commodities	235.5	273.1	269.8	238.1	1.2	14.7
Farm Products and Processed Foods and Feeds	229.8	254.8	246.1	227.3	3.5	12.1
Industrial Commodities	236.4	277.3	275.6	240.3	0.6	15.4

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were **not** looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—a count of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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